

AGENDA

**DES MOINES CITY COUNCIL
REGULAR MEETING
City Council Chambers
21630 11th Avenue South, Des Moines**

September 17, 2015 – 7:00 p.m.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

CORRESPONDENCE

COMMENTS FROM THE PUBLIC

EXECUTIVE SESSION

BOARD AND COMMITTEE REPORTS/COUNCILMEMBER COMMENTS

PRESIDING OFFICER'S REPORT

ADMINISTRATION REPORT

CONSENT AGENDA

OLD BUSINESS

Page 1 Item 1: DISCUSSION OF 2016 BUDGET
Staff Presentation: Finance Director Dunyele Mason

NEXT MEETING DATE

October 1, 2015 Regular City Council Meeting

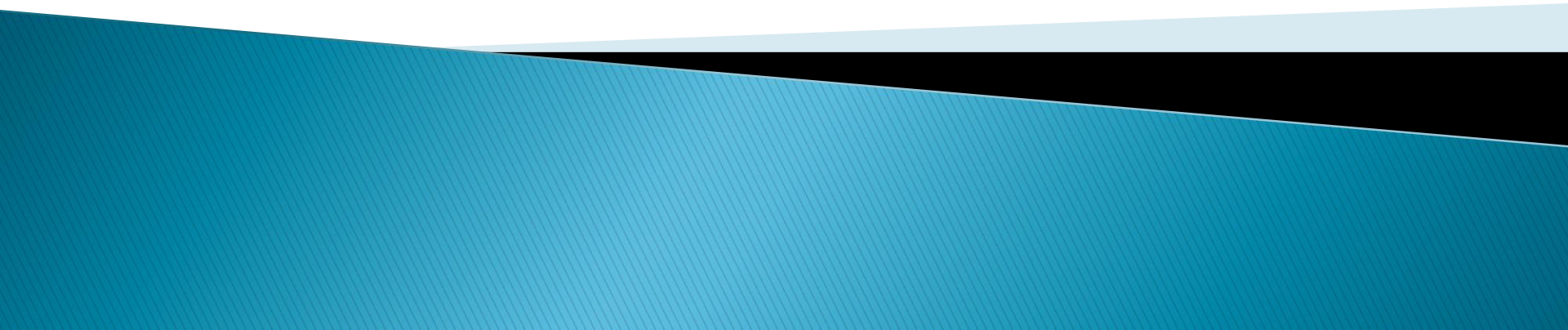
ADJOURNMENT

THIS PAGE LEFT INTENTIONALLY BLANK


BUDGET DISCUSSION

SEPTEMBER 17, 2015

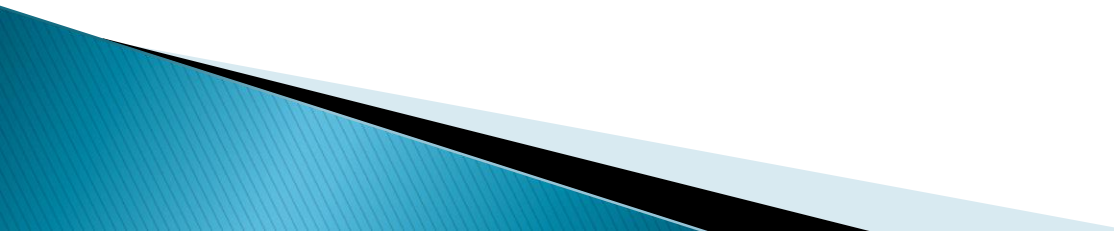
What About Efficiencies?



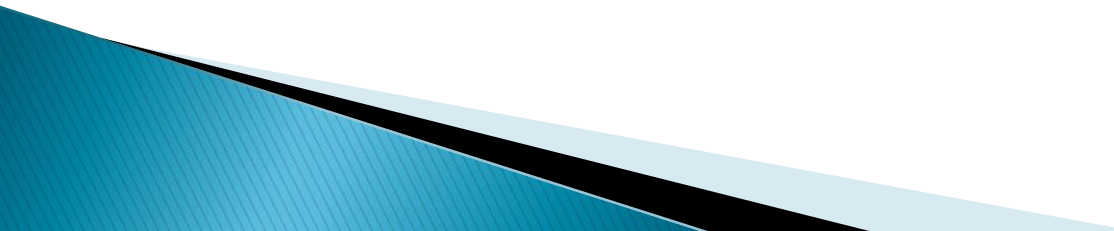
Agenda

- ▶ Quick Review
 - Budget Retreat
 - ▶ Goals for Tonight
 - ▶ Part 1: Cost Containment/Efficiencies
 - Doing Things Differently
 - ▶ Part 2: Covering the Cost of Services
 - Tax Impacts
 - ▶ Part 3: Next Steps
- 

QUICK REVIEW OF AUGUST 8 BUDGET RETREAT

- ▶ Importance and purposes of reserves.
 - 2015 negative cash balances.
 - ▶ Status quo Financial Forecast
 - City doesn't make it through 2017.
 - ▶ Importance of shifting financial dependency from variable development revenue to more stable tax revenue sources.
 - ▶ Desire to add 3 new Patrol Officers.
 - ▶ Balance budget with new fees & taxes; no personnel cuts.
- 

GOALS

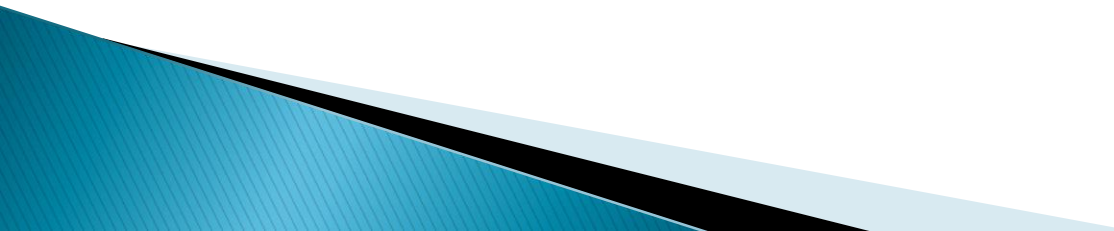
- ▶ Set approximate dollar total of personnel cuts (efficiency savings).
 - ▶ Review impacts of organizational changes created by those efficiency savings.
 - ▶ Consider other service delivery models.
 - ▶ Decide to add additional Patrol Officers or not.
 - ▶ Decide on the level of tax and fee increases.
- 

Part 1

EFFICIENCIES – DOING THINGS
DIFFERENTLY

Six Year Financial Plan

DOING THINGS DIFFERENTLY–Court

- ▶ Acquire and implement new court management software.
 - One-Time Cost for software purchase \$32K.
 - Ongoing cost for annual maintenance \$8K.
 - ▶ Eliminate one Court Clerk position
 - Personnel cost reduction (\$78K).
- 

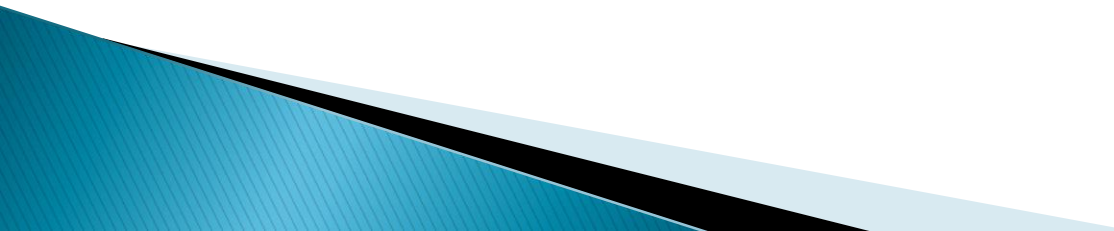
Six Year Financial Plan

DOING THINGS DIFFERENTLY– P&R

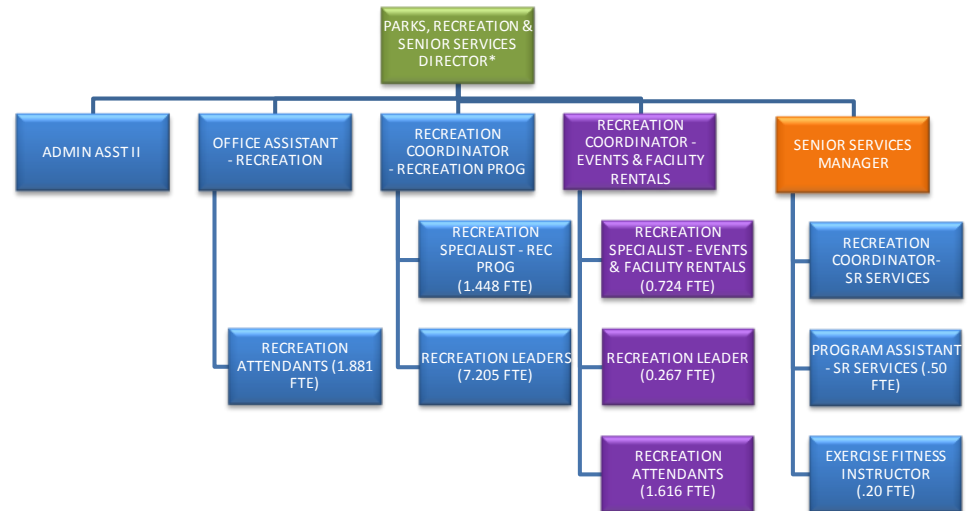
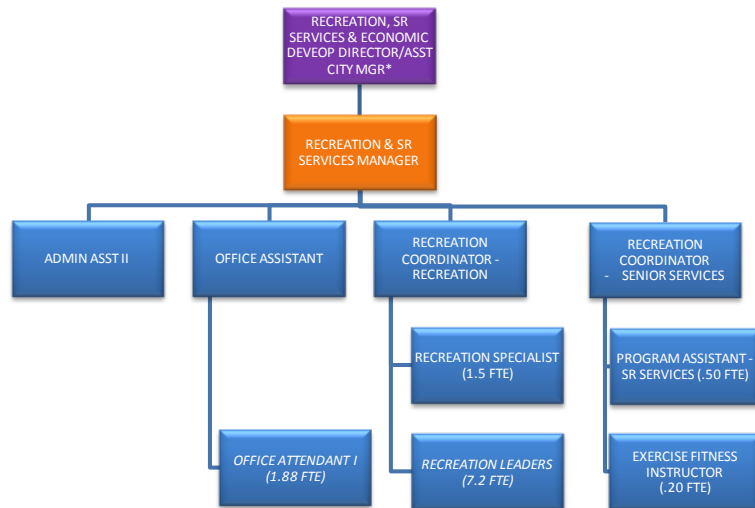
	TAX SUBSIDY		
	<u>REVENUE</u>	<u>EXPEND</u>	<u>"NET LOSS"</u>
<i>Arts Commission</i>	15,000	(55,000)	(40,000)
<i>Programs</i>	895,660	(1,435,000)	(539,340)
<i>Facility Rentals</i>	325,000	(405,000)	(80,000)
	<u>1,235,660</u>	<u>(1,895,000)</u>	<u>(659,340)</u>
PARKS MAINTENANCE	-	(660,000)	(660,000)
Combined Parks Ops & Programs	<u>1,235,660</u>	<u>(2,555,000)</u>	<u>(1,319,340)</u>
50 cents per \$1,000 Assessed Value			<u>1,320,958</u>
10 cents per \$1,000 Assessed Value			<u>264,191</u>

Six Year Financial Plan

DOING THINGS DIFFERENTLY– P&R

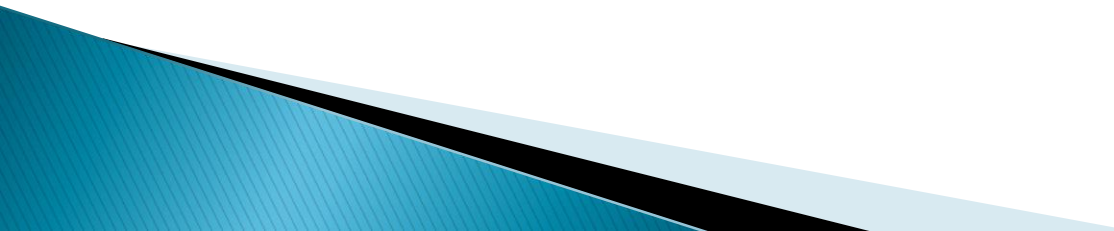
- ▶ INTERNAL OPTION 1:
 - ▶ Eliminate Parks, Recr & Sr. Services Director Position (Saves \$170K). Reassign duties to Economic Develop/Asst City Manager.
 - ▶ Expand duties of Senior Services Manager to include Recreation programs.
 - ▶ Move Events & Facility Rentals to Marina. Expand duties of Marina Maintenance Manager to Marina, Events & Rentals Manager.
- 

Parks, Rec & Sr. Services– Option 1 Saves \$179,000.



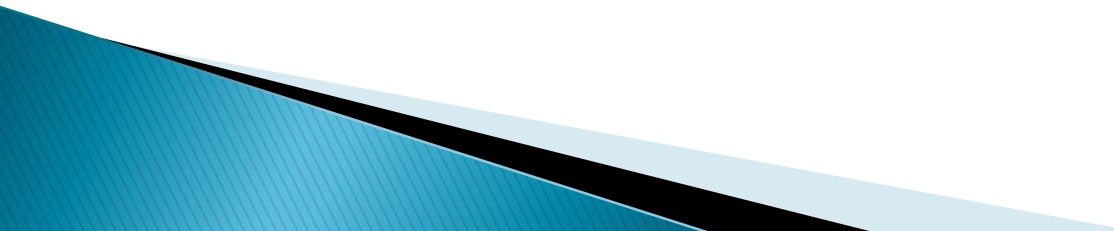
Six Year Financial Plan

DOING THINGS DIFFERENTLY– P&R

- ▶ INTERNAL OPTION 2:
 - ▶ Eliminate Parks, Recr & Sr. Services Director
Eliminate Harbor Master;
Add Combined Director (saves \$89.5K Gen'l Fund
\$89.5K Marina Fund).
 - ▶ Expand duties of Senior Services Manager to include Recreation Coordinator and functions.
 - ▶ Expand duties of Marina Manager to include Events & Rental Coordinator and functions.
- 

Six Year Financial Plan

DOING THINGS DIFFERENTLY– P&R

- ▶ Eliminate City–run programs and save \$619K. This reduces community services. Creates “passive park system” where folks play at parks on their own but no programs.
 - ▶ Deliver existing services through a Parks District. This would allow voters to vote for additional property tax support for these programs to maintain or reduce current level of fees/tax subsidy.
- 

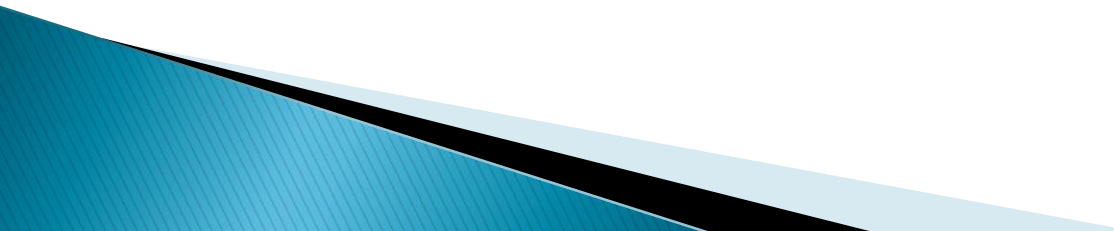
Six Year Financial Plan

DOING THINGS DIFFERENTLY– Police

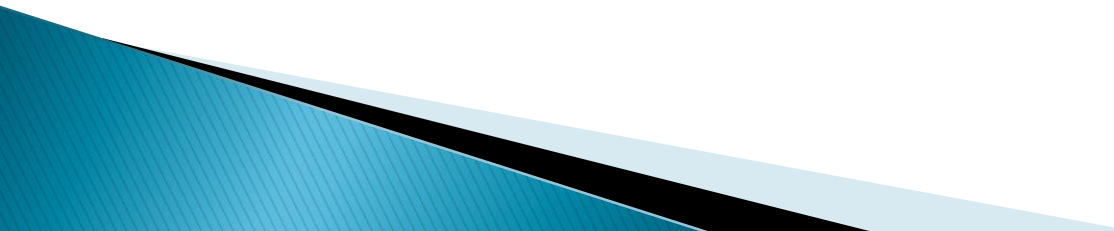
		2016 ORIGINAL BUDGET				
<u>Fund/Dept</u>		<u>Beginning</u>	<u>Revenues</u>	<u>Expense</u>	<u>Net Activity</u>	
GENERAL FUND						
21	City Council			90,561	(90,561)	0%
22	Muni Court		369,700	952,577	(582,877)	39%
23	City Manager		729,957	1,837,812	(1,107,855)	40%
24	Finance		96,000	1,157,602	(1,061,602)	8%
26	Legal		72,794	612,359	(539,565)	12%
30	Police	3%	239,350	8,481,905	(8,242,555)	3%
40	PBPW		2,729,893	3,827,139	(1,097,246)	71%
45	Parks, Rec, Sr Services		1,182,369	1,975,854	(793,485)	60%
50	NonDepartmental		13,102,194	321,090	12,781,104	
90	Debt & Transfers					
1	TOTAL GF		1,483,586	18,522,257	19,256,899	(734,642) 748,944

Six Year Financial Plan

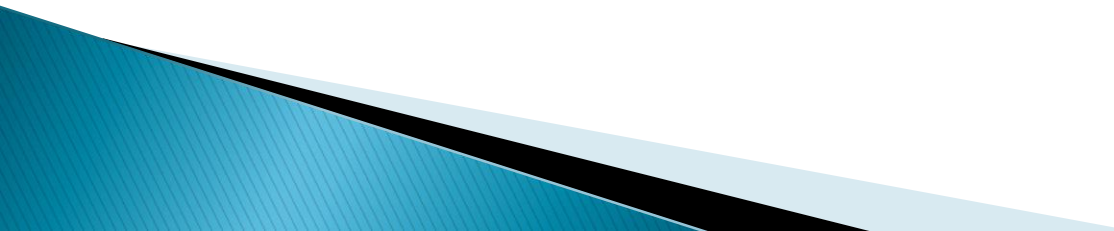
Police Option – Saves \$202,000

- ▶ Eliminate Code Enforcement position (PBPW) and expand Police Dept CSO duties to include Code Enforcement. Saves \$105K.
 - ▶ Combine Office Manager and Secretary positions into one new position (Command Support Manager). Saves \$97K.
- 

CSO EXISTING MAJOR DUTIES

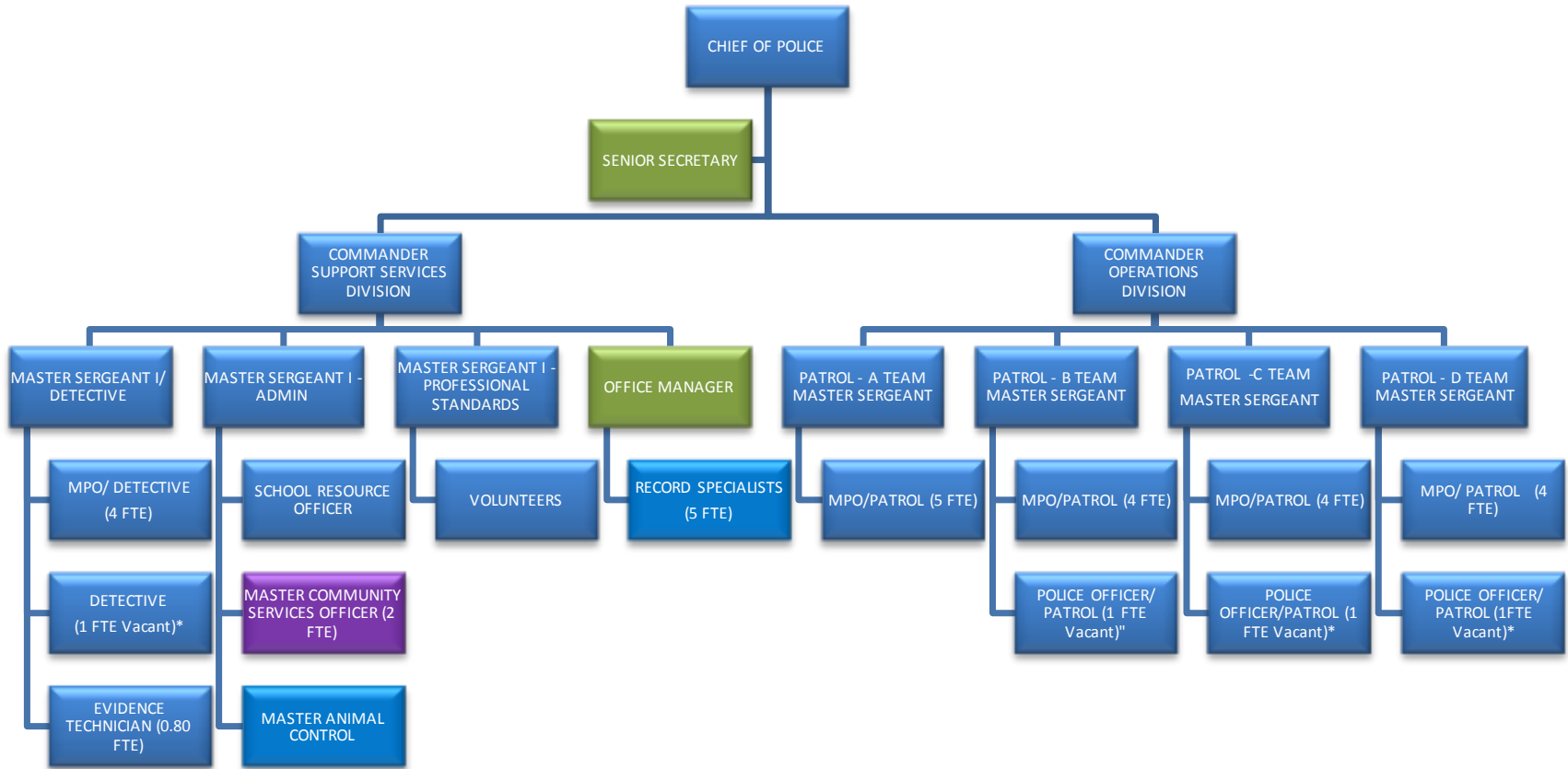
- ▶ Community outreach
 - ▶ Block/Business watch
 - ▶ Landlord/Neighbor disputes
 - ▶ Walk-in reports/traffic complaints
 - ▶ Motel ordinance
 - ▶ Property crime victim education
 - ▶ Traffic control
 - ▶ Alarm program
 - ▶ Concealed Pistol Licenses
 - ▶ Graffiti clean up
- 

OFFICE MANAGER – EXISTING MAJOR DUTIES

- ▶ Supervise 5 Record Specialists
 - ▶ Administrator/Trainer various software
 - ▶ Record retention management
 - ▶ Animal licenses (1,000+ annually)
 - ▶ City ID & Police proximity cards
 - ▶ Various monthly/quarterly/annual reports
- 


Six Year Financial Plan

DOING THINGS DIFFERENTLY- Police Now



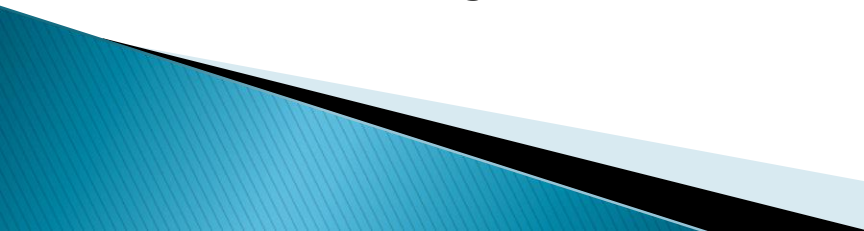
Six Year Financial Plan

DOING THINGS DIFFERENTLY– Police

- ▶ EXTERNAL OPTION:
 - ▶ Council determine total cost of Police Services budget and see what level of service King County can provide for that lower \$ amount; e.g. 1) save \$393K or 2) total budget of \$7M vs \$8M.
 - ▶ Will result in lower level of police service.
 - ▶ Significant savings in accounts payable, human resources and payroll (the costs of which are not included in police budget).
- 

Six Year Financial Plan

Other Potential Position Eliminations/Reductions (See Appendix A & B)

- ▶ Finance: Sr. Acct Specialist from .5 to 0 FTE in 2018 (or upon completion of financial software implementation) saves \$42,000.
 - ▶ Centralized Mail Room –eliminate 2 mail machines saves \$28,920 (\$5,785/yr)
 - ▶ Terminate the Fisher Parking Lot Lease saves \$7,800/yr
 - ▶ Terminate the Oddfellows Lodge rent saves \$7,800/yr
 - ▶ 2020 Cuts if no/low One Time Development Fees:
 - 1 FTE CD Assistant
 - 1 FTE Inspector
 - .6 FTE Engineer
- 


SUMMARY RECOMMENDATION OF ELIMINATED POSITIONS

▶ 0.5 FTE Accounting Specialist (2018)	\$ 42,000
▶ Code Enforcement	105,000
▶ Court Clerk	78,000
▶ Parks, Recr & Sr. Service Director	179,000
▶ Police Office Manager (2017)	97,000
TOTAL	\$ 501,000

Part 2

COVERING THE COST OF PROVIDING SERVICES: TAX IMPACT

HOW MUCH?

- ▶ Scenario 1: BUDGET RETREAT
 - 3 Patrol in 2016
 - No Employee Cuts
 - ▶ Scenario 2:
 - 3 Patrol in 2016;
 - Yes Employee Cuts
 - ▶ Scenario 3:
 - 2 Patrol in 2016; 1 Patrol in 2020
 - Yes Employee Cuts
 - ▶ Scenario 4: CURRENT SERVICE LEVELS
 - No Patrol until 2020
 - Yes Employee Cuts
- 

SCENARIO 1: BUDGET RETREAT (HIGHEST)

▶ General Fund	\$ 1,578,000
◦ Add 3 Police Patrol in 2016	
◦ No Personnel Cuts	
◦ Efficiencies 0% of Solution	
▶ Street O&M Fund	\$ 421,000
▶ Street Pavement	<u>\$ 802,000</u>
▶ Total Additional Revenue	\$2,801,000

Scenario 1: Tax Rates & Impacts

		NEW SCENARIO - 3 FTE POLICE 2016 - No Cuts									
		CURRENT		GEN'L FUND		STREET O&M		STREET PAVE		TOTAL	TOTAL
		Current	Current	New	GF Tax	New		New	Street		
Services		Tax	Tax %	Tax	Tax %	Tax	Tax %	Tax	Tax %	Tax	TAX
Water	80.00	-		10.40	13%	-		3.20	4%	13.60	17%
Sewer	25.00	-		3.25	13%	-		1.00	4%	4.25	17%
Storm	16.00	1.28	8%	1.28	8%	0.32	2%			2.88	18%
Cable	75.00	6.00	8%	1.50	2%	-				7.50	10%
Garbage	40.00	3.20	8%	-		4.00	10%			7.20	18%
Car Tab		1.67		-				1.67		3.34	\$40
Monthly tax impact		12.15		16.43		4.32		5.87		38.77	26.62
Weekly tax impact		3.04		4.11		1.08		1.47		9.69	6.65
Annual tax impact		145.80		197.16		51.84		70.44		465.24	319.44

Scenario 4: CURRENT SERVICE LEVELS (LOWEST)

▶ General Fund	\$ 816,000
◦ No new Patrol until 2020	
◦ Yes Personnel Cuts \$501,000	
◦ Efficiencies 61% of the Solution	
▶ Street O&M Fund	\$ 421,000
▶ Street Pavement	<u>\$ 802,000</u>
▶ Total Additional Revenue	\$2,039,000

Scenario 4: Tax Rates & Impacts

		NEW SCENARIO - 3 FTE POLICE 2020 w/ cuts										
		CURRENT		GEN'L FUND		STREET O&M		STREET PAVE		TOTAL	TOTAL	
		Current	Current	New	GF Tax	New		New	Street			
Services		Tax	Tax %	Tax	Tax %	Tax	Tax %	Tax	Tax %	Tax	TAX	
Water	80.00	-		6.40	8%	-		3.20	4%	9.60	12%	
Sewer	25.00	-		2.00	8%	-		1.00	4%	3.00	12%	
Storm	16.00	1.28	8%	0.32	2%	0.64	4%			2.24	14%	
Cable	75.00	6.00	8%	0.75	1%	-				6.75	9%	
Garbage	40.00	3.20	8%	-		4.00	10%			7.20	18%	
Car Tab		1.67	\$20	-				1.67	\$20	3.34	\$40	Add'l
Monthly tax impact		12.15		9.47		4.64		5.87		32.13		19.98
Weekly tax impact		3.04		2.37		1.16		1.47		8.03		4.99
Annual tax impact		145.80		113.64		55.68		70.44		385.56		239.76

SCENARIO 2: (High Middle)

▶ General Fund	\$1,156,000
◦ 3 Patrol in 2016	
◦ Yes Personnel Cuts \$501,000	
◦ Efficiencies 43% of Solution	
▶ Street O&M Fund	\$ 421,000
▶ Street Pavement	<u>\$ 802,000</u>
▶ Total Additional Revenue	\$2,379,000

Scenario 2: Tax Rates & Impacts

		NEW SCENARIO - 3 FTE POLICE 2016 w/ Cuts									
		<u>CURRENT</u>		<u>GEN'L FUND</u>		<u>STREET O&M</u>		<u>STREET PAVE</u>			
		Current	Current	New	GF Tax	New		New	Street	TOTAL	TOTAL
Services		<u>Tax</u>	<u>Tax %</u>	<u>Tax</u>	<u>Tax %</u>	<u>Tax</u>	<u>Tax %</u>	<u>Tax</u>	<u>Tax %</u>	<u>Tax</u>	<u>TAX</u>
Water	80.00	-		8.00	10%	-		3.20	4%	11.20	14%
Sewer	25.00	-		2.50	10%	-		1.00	4%	3.50	14%
Storm	16.00	1.28	8%	1.28	8%	0.32	2%			2.88	18%
Cable	75.00	6.00	8%	1.50	2%	-				7.50	10%
Garbage	40.00	3.20	8%	-		4.00	10%			7.20	18%
Car Tab		1.67		-				1.67		3.34	\$40
Monthly tax impact		12.15		13.28		4.32		5.87		35.62	
Weekly tax impact		3.04		3.32		1.08		1.47		8.91	
Annual tax impact		145.80		159.36		51.84		70.44		427.44	

SCENARIO 3: (Low Middle)

▶ General Fund	\$1,005,000
◦ 2 Patrol in 2016; 1 Patrol in 2020	
◦ Yes Personnel Cuts \$501,000	
◦ Efficiencies 50% of Solution	
▶ Street O&M Fund	\$ 421,000
▶ Street Pavement	<u>\$ 802,000</u>
▶ Total Additional Revenue	\$2,228,000

Scenario 3: Tax Rates & Impacts

		NEW SCENARIO - 2 FTE POLICE 2016 w/ cuts										
		CURRENT		GEN'L FUND		STREET O&M		STREET PAVE		TOTAL	TOTAL	
		Current	Current	New	GF Tax	New		New	Street			
Services		Tax	Tax %	Tax	Tax %	Tax	Tax %	Tax	Tax %	Tax	TAX	
Water	80.00	-		6.40	8%	-		3.20	4%	9.60	12%	
Sewer	25.00	-		2.00	8%	-		1.00	4%	3.00	12%	
Storm	16.00	1.28	8%	1.28	8%	0.32	2%			2.88	18%	
Cable	75.00	6.00	8%	1.50	2%	-				7.50	10%	
Garbage	40.00	3.20	8%	-		4.00	10%			7.20	18%	
Car Tab		1.67		-				1.67		3.34	\$40	Add'l
Monthly tax impact		12.15		11.18		4.32		5.87		33.52		21.37
Weekly tax impact		3.04		2.80		1.08		1.47		8.38		5.34
Annual tax impact		145.80		134.16		51.84		70.44		402.24		256.44

TAX IMPACT COMPARISON

	<u>No Cuts</u> <u>3 FTE 2016</u>	<u>Yes Cuts;</u> <u>3 FTE 2016</u>	<u>Yes Cuts;</u> <u>2 FTE 2016</u>	<u>Yes Cuts;</u> <u>0 FTE 2016</u>
<u>Current Tax Impact</u>				
Monthly	12.15	12.15	12.15	12.15
Weekly	3.04	3.04	3.04	3.04
Annual	145.80	145.80	145.80	145.80
<u>Additional Tax Impact</u>				
Monthly	26.62	23.47	21.37	19.98
Weekly	6.65	5.87	5.34	4.99
Annual	319.44	281.64	256.44	239.76
<u>Total (w/existing tax)</u>				
Monthly	38.77	35.62	33.52	32.13
Weekly	9.69	8.91	8.38	8.03
Annual	465.24	427.44	402.24	385.56

TAX RATE COMPARISON

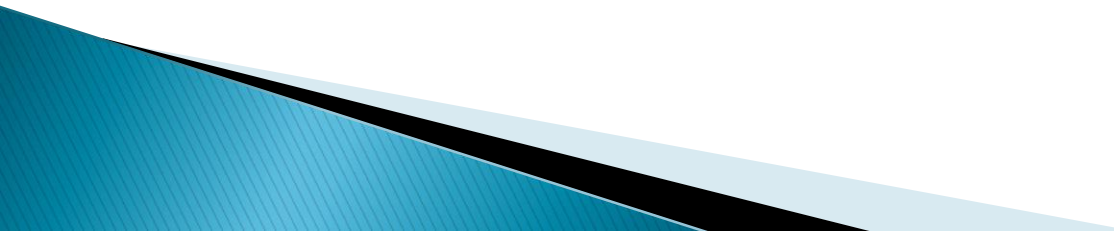
		No Cuts <u>3 FTE 2016</u>	Yes Cuts; <u>3 FTE 2016</u>	Yes Cuts; <u>2 FTE 2016</u>	Yes Cuts; <u>0 FTE 2016</u>
	Current	Scenario 1	Scenario 2	Scenario 3	Scenario 4
	<u>Tax %</u>	<u>Tax %</u>	<u>Tax %</u>	<u>Tax %</u>	<u>Tax %</u>
Water	0%	17%	14%	12%	12%
Sewer	0%	17%	14%	12%	12%
Storm	8%	18%	18%	18%	14%
Cable	8%	10%	10%	10%	9%
Garbage	8%	18%	18%	18%	18%
Car Tab	\$20	\$40	\$40	\$40	\$40

Six Year Financial Plan

Utility Tax Rate History

	NO TAXPAYER VOTE REQUIRED			STATE MAX W/O VOTE UTILITIES		
	<u>SWM</u>	<u>Cable</u>	<u>Solid Waste</u>	<u>Electric</u>	<u>Nat'l Gas</u>	<u>Telephone</u>
Effective Date: Jan 1, 2015 Ordinance # 1608-1610	8%	8%	8%			
Effective Date: Jan 1, 2009 Ordinance # 1441	6%					
Effective Date: Jan 1, 2000 Ordinance # 1249		6%	6%	6%	6%	6%
Effective Date: June 1, 1993 Ordinance # 1023		5%	5%	5%	5%	5%
Effective Date: Jan 1, 1993 Ordinance # 1005		6%	6%	6%	6%	6%
Effective Date: Jan 1, 1993 Ordinance # 1004		4%	4%	4%	4%	4%
Effective Date: Jan 1, 1992 Ordinance # 916		2%	2%	2%	2%	2%

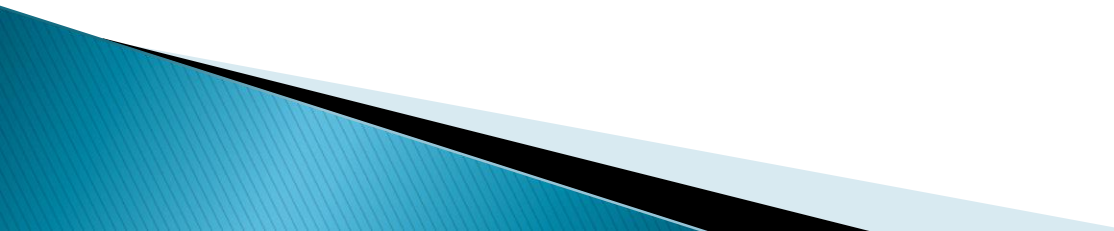
SIX YEAR FINANCIAL PLAN SUMMARY

- ▶ Forecasted Total Revenues are not sufficient to cover forecasted Total Expenditures.
 - ▶ Structural deficit is not likely to be cured by future revenue growth in the 2015–2020 time frame.
 - ▶ Created COUNCIL PRELIMINARY PLAN showing combination of expenditure cuts, revenue increases and mix of one-time vs. on-going changes to bring the city to a sustainable financial condition.
- 

Part 3

Next Steps

2016 BUDGET PREPARATION

- ▶ Decisions made tonight will be used to update line item detail and organization charts.
 - ▶ October 1, 2015 meeting will include first full draft of 2016 Operating and Capital Budget.
 - ▶ Finance to prepare changes to Title 3 Funds, Fund Balance/Reserve Policies, limited authority for managing daily cash flow (November/December).
- 

Any Questions?



APPENDIX - A

DIRECTOR REVENUE ENHANCEMENTS AND COST CONTAINMENT IDEAS									
Dept	5%	10%	One Time	On-Going	REVENUE	EXPEND	Description	Impact	
COUNCIL	X		X	x			Reduce number of Council Meetings to 2/mo	Longer meetings; fewer opportunities for discussion of issues.	
	X		X	x			Reduce number of Committee Meetings to 2/mo	Longer meetings; fewer opportunities for discussion of issues.	
CITY MANAGER	X			x	\$ 49,490		1/2 Time Executive Assistant	City Clerk time used; slow down public records requests response.	
		X		x	\$ 98,979		Eliminate Executive Assistant	City Clerk time used; slow down public records requests response.	
LEGAL	X		x		\$ 5,000		Professional Services	Nondiscretionary; based on what is now known.	
	X			x	\$ 192,000		City Attorney (June Retirement)	Consider contract city attorney; keep vacant position open for several months.	
	X			x	\$ 27,640		.5 FTE Paralegal - (June Retirement)	Shift work to remaining 1 FTE paralegal. Case counts down from 1200 to 900.	
	X		x		\$ 3,164		Interfund assessments		
COURT	X			x	\$31,450		Reduce Court Clerk to .7 FTE	Workload to be absorbed by remaining clerks.	
	X			x	\$2,500		Freeze Judge's salary	Higher level work to be absorbed by Clerk Administrator. No reduction in FTE.	
	X			x	\$5,750		Court Administrator change to high deductible plan.		
	X			x	\$5,100		Defendant pays credit card fee directly		
	X			x	\$4,050		Eliminate storage fees; scanning complete 2015		
	X			x	\$59,190		Reduce Court Clerk to .3 FTE		
FINANCE	X			x	\$ 41,415		Sr. Accounting Specialist 1/2 FTE	Major functions will continue uninterrupted. Less project support.	
	X			x	\$ 8,900		Armored Car Services	Dept's deliver daily deposit to bank instead of City Hall may take a little more staff time; possible safety concerns delivery of cash to the bank.	
	X		x		\$ 1,755		Training	Educate new employees in-house rather than by external training. Need long term to keep up with GASB changes and legal compliance.	
	X		x		\$ 52,000		Eden Replacement Contribution	Purchased reduced software functionality	
PLANNING BUILDING & PUBLIC WORKS	X			x	\$ 7,800		Fisher Lease	Limited viable options for others to construct a future municipal lot. Minimal value to the city.	
	X			x	\$ 7,800		Oddfellow's Lodge Rent	Not a city facility. Not sure why we pay rent?	
	X			x	\$ 7,500		City Support for 4th of July Fireworks	Offset by new Hotel/Motel tax revenue.	
	X			x	\$ 7,500		City Support for Waterland	Offset by new Hotel/Motel tax revenue.	
					\$ 0 - 660K		Eliminate, Reduce or Modify Park Operations	Unknown. Any ideas would be long term and not help the 2016 budget but could help future budgets.	
	X			x	\$ 60,000		Irrigation of Park Facilities	Grass would be brown in summer. May impact field rental revenues.	
	X			x	\$ 105,000		Code Enforcement Division to Police (Personnel)	Not all complaints complaints could be responded to. Police Dept to absorb code enforcement activities.	
	X			x	\$ 129,000		Eliminate PBPW Director	Duties to be absorbed by City Manager or Asst City Manager.	
	X			x	\$ 50,000		Grant Fredrick's Consulting Contract	Remove city's staff involvement in Sound Transit process.	
				x			Increase land use & related permit fees 10%-20%. Land Clearing Permit 10% is \$4,200-\$10K	Fees reduced about a year ago too far; not covering staff costs.	
				x	\$ 22,000		Increase business license fees 10%	Unhappy business owners.	
POLICE	X		X		\$ 40,000		Detectives - Equipment replacement deferred	Funds not available to replace equipment	
	X		X		\$ 314,095		Patrol - Equipment replacement deferred	Funds not available to replace equipment	

APPENDIX - A

DIRECTOR REVENUE ENHANCEMENTS AND COST CONTAINMENT IDEAS									
Dept	5%	10%	One Time	On-Going	REVENUE	EXPEND	Description	Impact	
	X		X			\$ 33,295	Crime Prevention - Equipment replace. deferred	Funds not available to replace equipment	
	X		X			\$ 25,255	Animal Control - Equipment replace. deferred	Funds not available to replace equipment	
	X			X		\$ 15,000	Waterland & July 4th Overtime	Offset by new Hotel/Motel tax revenue.	
		X		X		\$ 106,151	CSO (1 of 2)	Block watch, business watch, trespass, community outreach, investigative support CPTED, traffic & crowd control, crime analysis, graffiti cleanup, mortal ordinance, walk in reports, traffic complaints, neighbor disputes, landlord tenant issues, property crime victim education. Can contract with King County; lower level of service. Loss of current community outreach and community education events. Community complaints; lower voluntary participation. All Patrol shifts will then have 4 assigned Patrol Officers. All teams risk running below minimum due to vacation, sick, training, etc. Requires overtime to cover or officer safety issues if shift left uncovered. Senior Secretary duties expanded to include leading Record Specialist group. Evidence Tech and Senior Secretary serve as back up to Record Specialists. Will require one time money for vendor provided group software training.	
		X		X		\$ 98,434	CSO (2 of 2)		
		X		X	\$ 4,794		CSO - Overtime		
	X			X	\$ (30,000)	\$ 102,932	Animal Control		
	X			X		\$ 839	Animal Control - Overtime		
	X			X	\$ 3,000		Increase Animal License Fees 10%		
	X			X		\$ 117,446	Reduce 5th Officer position on A Shift		
							Eliminate Office Manager and increase Evidence Specialist from .8 FTE to 1 FTE		
							Eliminate one Commander position		
SENIORS, PARKS & REC	X			x	\$ 61,458	\$ (14,264)	Beach Park Facility Rentals	Net \$47,194 profit as compared to 2015 Budget	
	X			x	\$ 76,870	\$ (25,824)	Recreation Increase Programs/Rates	Net \$51,043 profit as compared to 2015 Budget	
	X			x		\$ 2,500	Art Commision Budget 5% Cut		
							Eliminate Spring Rec & Roll Magazine; reduce printing by 2,000 copies and reduce paper quality.		
	X					\$ 10,000			
	X			x		\$ 4,335	Human Services Budget 5% Cut		
		X		x	\$ 36,500	\$ (30,247)	New request Dining Hall rentals	Net \$6,253 rental profit	
								4 Food trucks; 2 meals daily; 6 days/wk;\$30 meal;30 weeks; 25% occupancy =\$10,800	
	X			x	\$ 10,800	\$ (10,656)	New Food Truck Pod Program	Sr. Coordinator retirement 2015.	
	X			x		\$ 38,837	Reclassify Sr. Coordinator to Sr. Specialist	Manager would report to another General Fund Director	
				x		\$ 178,000	Eliminate Director Position, or	Eliminate Marina Harbor Master position and hire a new Director over Parks,Recreation, Sr Services & Marina. Gen'l Fund pays .5 FTE.	
				x		\$ 89,000	Eliminate .5 FTE Director position	Reallocate 20% of Admin Asst time to support Sr. Programmer and added .74 Recreation Specialist. Reduce operating hours. Currently 9 am to 4 pm.	
								All other Recreation Specialists are .724 FTE. There are no other full time Recreation Specialists.	
		X		x		\$ 100,000	Eliminate Sr. Coordinator 1 FTE	All other Recreation Specialists are .724 FTE. There are no other full time Recreation Specialists.	
				x		\$ (39,400)	Add .724 FTE Recreation Specialist, or		
				x		\$ (63,300)	Add 1 FTE Recreation Specialist		

APPENDIX B

SCENARIO POSITIONS

			2016 Rates							
			Full Year		2015	2016	1.0075	1.0075	1.0075	1.0075
					2017	2018	2019	2020		
Executive Asst	City Mgr	99,000	1-Sep	33,000	99,000	99,743	100,491	101,245	102,004	
CD Asst Updgrade	City Mgr	(11,000)		(3,667)	(11,000)	(11,083)	(11,166)	(11,250)	(11,334)	
Sr. Coordinator	P&R	100,000	1-Oct	25,000	100,000	100,750	101,506	102,267	103,034	
.724 Rec Specialist	P&R	(39,400)			(39,400)	(39,696)	(39,994)	(40,294)	(40,596)	
	2015	148,600		56,348	150,616	151,731	152,855	153,987	155,128	
.7 FTE Clerk + various	Court	76,600	1-Jan	19,150	76,600	77,175	77,754	78,337	78,925	
.5 FTE Accountant	Finance	42,000	End March 31		32,000	42,315	42,632	42,952	43,274	
.5 FTE Paralegal	Legal	28,000	End June 30		14,000	28,210	28,422	28,635	28,850	
Director	P&R	179,000	End June 30		89,500	180,343	181,696	183,059	184,432	
	2016	249,000		212,100	250,868	252,750	254,646	256,556		
					1.02	1.02	1.0075	1.0075		
Office Manager	Police	97,000	1-Jan		97,728	98,461	99,199	99,943		
.2 FTE Evidence	Police	(10,000)			(10,200)	(10,404)	(10,482)	(10,561)		
Commander	Police	191,000	1-Jan		194,820	198,716	200,206	201,708		
	2017	278,000			282,348	286,773	288,923	291,090		
Total Cuts		675,600								
<u>Option</u>										
5th Patrol on A shift	Police	118,000			120,360	122,767	123,688	124,616		
Comm Service Officer	Police	105,000			107,100	109,242	110,061	110,886		
Code Enforce or CSO	Police	105,000			105,788	106,581	107,380	108,185		
Add Additional Patrol		115,000	4% Step & 2% COLA	115,000	121,900	129,214	136,967	145,185		
			COLA only	121,000	123,420	125,888	126,832	127,783		
Building Inspector	PBPW	112,000			112,840	113,686	114,539	115,398		
CD Assistant	PBPW	88,000			88,660	89,325	89,995	90,670		
.6 Civil Engineer	PBPW	70,770			71,301	71,836	72,375	72,918		
	2020	270,770			272,801	274,847	276,909	278,986		

THIS PAGE LEFT INTENTIONALLY BLANK